

# Mental Health Services Act

Statewide Conference Call

Monday, February 26, 2007

3:00 PM – 4:30 PM

Toll Free Call-in Number: 1-866-296-6505

Verbal Pass Code: MHSA

TTY# 1-800-735-2929

# **MHSA CONFERENCE CALL**

## **February 26, 2007**

### **AGENDA**

- 3:00 Welcome and Purpose of Conference Call – Bobbie Wunsch
- 3:05 Review Agenda and Provide Update on Development of Stakeholder Process – Bobbie Wunsch
- 3:10 Workforce Education and Training - Proposed Funding and Governance Structure – Warren Hayes
- 3:25 Q & A on Proposed Funding and Governance Structure
- 3:45 Workforce Education and Training – Proposed County Plan Requirements – Warren Hayes
- 4:00 Q & A on Proposed County Plan Guidelines
- 4:25 Upcoming MHSA Milestones and Closing – Bobbie Wunsch

# Updated MHSA Stakeholder Process - 2007

- MHSA General Stakeholder Meetings held twice a year in three locations (north, south, central parts of the state) in the spring and fall to update stakeholders on implementation of all MHSA components
- Statewide Conference Calls held as needed to solicit feedback on technical issues, review documents, etc.
- MHSA Workshops held as needed to begin broad discussions on new topics such as Prevention and Early Intervention, Innovations, etc. in northern and southern locations

# MHSA Workforce Education and Training

PROPOSED FUNDING AND  
GOVERNANCE STRUCTURE

OR

How much should we spend, what  
will be funded, for what period of  
time, and who will administer  
the money?

# State Workforce Challenges

- Cultural competency, language proficiency, and diversity of workforce
- Organizational capacity to support new services
- Geographical challenges of recruiting staff and reaching consumers
- Hiring consumers and family members
- Recruiting and retaining licensed staff

# Required Elements of the Act

- A. Expand postsecondary education capacity
- B. Expand loan forgiveness, scholarship programs
- C. Create stipend programs
- D. Promote employment of consumers, family members in MH system
- E. Develop curricula in accordance with Act values
- F. Include cultural competency in all training and education programs
- G. Establish regional partnerships
- H. Increase MH career development opportunities
- I. Promote meaningful inclusion of consumers, family members in all training and education programs

# MHSA Fundamental Concepts

The following fundamental concepts will be embedded and continuously addressed in any workforce development program or education and training that is funded through MHSA

- Focus on wellness, recovery, resilience
- Cultural competence
- Consumer/family driven services
- Consumer/family members integrated throughout the mental health system
- Community collaboration

# Funding Boundaries

- For workforce development programs – funding restricted to addressing identified occupational shortages and diversity needs of persons working in the public mental health system
- For education and training – funding restricted to education and training embodying MHSA essential elements and fundamental concepts
- For workforce staffing support – funding restricted to positions specifically identified to support workforce development programs and education and training. Includes contracts to consultants as subject matter experts



# Planning Considerations

- The following is a proposed funding and governance plan for state and county administered education and training categories
- These categories are intended for discussion and revision as part of the stakeholder process
- Categories to be administered at the state level address all elements stipulated in Section 5822 of the Act, and enable county administered plans to choose locally appropriate strategies
- The combination of state and county categories are to maximize statewideness of effort and equity of resource distribution

# Proposed Plan

- Authorize **\$200 million** be spent on workforce education and training from now until June 2009 (approx. **\$80m** annualized)
- **\$100m** state administered, **\$100m** county administered
- Counties receive **\$15m** for planning/early implementation until plans approved
- After June 2009 State administers **\$40m** annually; county administers workforce funds from up to 20% MHSA funds designated for capital/facilities, technology, human resources and prudent reserve

# Funding Categories

All proposed Actions from the draft MHSA Education and Training Five-Year Plan are included in these funding categories

- Workforce Staffing Support
- Training and Technical Assistance
- Mental Health Career Pathway Programs
- Residency, Internship Programs
- Financial Incentive Programs

These funding categories apply to both state and county administered programs

# Workforce Staffing Support

- Administration and coordination of MHSA workforce education and training
- Regional partnership staffing structures
- Ongoing employment and educational staff supports for prospective and current employees, volunteers, and community partners contributing to the public mental health system, with emphasis on consumers and family members

# Training and Technical Assistance

All MHSA funded training and technical assistance must demonstrate that its delivery increases capacity and promotes:

- Wellness, recovery and resiliency
- Consumer and family member employment, inclusion and integration in the public mental health system
- Cultural competency, outreach to underserved/unserved populations and diversity in the workplace
- Values-driven evidence-based practices

Emphasis on converting relevant trainings into a blended learning format to enable Web-based access

# Mental Health Career Pathway Programs

- Consumer and family member entry level preparation programs
- Human service academy tracks and programs in secondary education
- Certification programs based upon psychosocial rehabilitation principles in adult education, regional occupational programs, community colleges
- Programs to prepare individuals who are immigrants with health care education and experience to work in the public mental health system

# Residency, Internship Programs

- Psychiatric residency programs with focus on child, geriatric, multidisciplinary team approach, recruitment of individuals who can meet diversity needs
- Internship programs leading to licensure and work in the public mental health system
- Physician assistant programs leading to ability to administer psychotropic medications in the public mental health system

# Financial Incentive Programs

- Stipends – educational funding for graduate level students who commit to working in the public mental health system in the fields of social work, psychology, psychiatric nurse practitioner, marriage and family therapy
- Loan Forgiveness – Making loan payments on behalf of current and prospective employees who can fill employer determined hard-to-fill and/or retain positions
- Scholarships – Payment for associated costs of education and training that addresses occupational shortages, critical skills, integration of consumers and family members into the workforce at all levels, and diversity needs



# Questions on Funding and Governance Structure?

# MHSA Workforce Education and Training

## COUNTY PLAN GUIDELINES OR

What should counties do with their workforce  
education and training funds, and how should  
they report it?

# County Plans

- Counties to integrate their education and training component into their existing Three-Year Program and Expenditure Plan in 2007
- County education and training plans will supplement DMH administered trainings and workforce programs to the level of local identified need
- County education and training plans to be funded by Education and Training Trust Fund until counties access their up to 20% allocation for technological needs, capital facilities, human resources, and prudent reserve
- County education and training plans to be funded by up to 20% funds thereafter

# County Plan Guidelines Construction Process

- Emphasizes considerably streamlined process, with minimal narrative and six template exhibits
- Special topic workgroup participants, county reps from selected counties, DMH staff, and consultants assisted in the construction of the first draft
- Plan requirement language to be consistent across all MHSA components
- Exhibits and instructions constructed to be consistent with state administered programs and Five-Year Plan
- CMHDA, CMHPC, OAC, special topic workgroups and the public to provide input on first draft
- First draft now posted on DMH Web site

# County Plan Guidelines

- A county plan must address all of the MHSA fundamental concepts
- Each funded program, training or strategy must be consistent with at least one of the essential elements stipulated by the Act
- Each funded program, training or strategy must address the county's identified workforce development and/or education and training needs

# Recommended County Plan Process

- Counties receive DMH Information Letter with instructions and planning estimates for available funding level for planning/early implementation funding and total available funding through June 2009
- Counties employ a planning process with stakeholders
- Complete six template exhibits and submit to DMH
- Upon approval counties implement workforce education and training component plan

# Recommended Stakeholder Process

- Include staff at all levels from county and entities contracting with the county, consumers and family members, those who can speak to workforce diversity needs, educational, training and consultant entities, professional organizations, and relevant community partners - **engage those with solutions** -
- Employ a topic-focused, time-limited process that emphasizes efficient use of communication
- Post first draft for thirty days, incorporate input and post changes – send final to DMH

# Exhibit 1

## Workforce Plan Face Sheet

Signed by the county mental health director  
who verifies the County Plan:

- Meets all plan guidelines
- Is consistent with CSS Plan and State's Five-Year Plan
- Is consistent with fundamental concepts and intent of MHSA
- Addresses the county's workforce needs



# Exhibit 2

## Workforce Needs Assessment

Provides summary information regarding quantitative workforce shortages and diversity needs in the county

- By occupational category – depicts positions authorized, filled, deemed hard-to-fill, additional positions needed, and by race/ethnicity
- Positions designated for consumers and family members
- Language proficiency needs
- Remarks to highlight significant occupational shortages, diversity needs, and subsets within categories

# Exhibit 3

## Work Plan

Counties describe the workforce education and training Actions to be funded

- Divided into the categories of workforce staffing support, training and technical assistance, mental health career pathway programs, residency, internship programs, and financial incentive programs
- For each Action counties will provide a title, what is planned, objectives, a budget and a budget justification
- Examples and programs planned by the State are provided in the instructions for assistance

# Work Plan Parameters

- Counties are not required to include Actions that address all elements stipulated by the Act, but any Action must address at least one of the elements
- Further clarification may be required if a proposed Action and narrative does not appear to be consistent with the intent of the Act
- Funds are intended to supplement and/or expand, and not to supplant, existing funds currently dedicated to workforce education and training
- Funds in this component are not to fund staff time that is delivering services
- Adjustments can be made through county plan updates in order to accommodate new developments, such as implementing a new MHSA component

# Exhibits 4, 5, 6

- Action Matrix - Counties list each proposed Action and match it with the Act's fundamental concepts and workforce stipulated elements
- Budget Summary – Counties summarize planned spending for each funding category for each fiscal year - 06/07, 07/08, 08/09
- Quarterly Progress Report – Form used by the county to report to DMH the progress achieved on the stated objectives for each planned Action

# Questions on County Plan Guidelines?

# How to Provide Input

We welcome questions and feedback. Please respond by  
Monday, March 19 to:

Warren Hayes, Chief

MHSA Workforce Education and Training

[mhsa@dmh.ca.gov](mailto:mhsa@dmh.ca.gov)

916-651-0461

Draft documents County Plan Guidelines and Funding and  
Governance Structure (Blueprint for Success) posted at:

<http://www.dmh.ca.gov/mhsa/EducTrain.asp>